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❖ NOTICE ❖

TO: ALL QANTAS LAME MEMBERS

RE: QANTAS LAME EBA VIII OUTCOME

The ALAEA and Qantas are currently putting the final touches to a formal EBA VIII document that will be presented at the roadshows in the coming weeks. The in-principle Agreement was made late last week and subject to the final drafting being consistent with the ALAEA understanding, Industrial Action related to our claims has been withdrawn. A formal ballot will be held after the roadshows and the ALAEA will be recommending members accept the following-

- **A 4 year Agreement** – From 1 January 2007 to 31 December 2010 including all backpay. The timeframe will allow for Federal Government changes to IR Laws in early 2010 and ensure that all members receiving the Technology point benefit during the life of the Agreement.
- **Four 3% Wage Rises** – In line with QF wages policy and paid the from first pay period each year.
- **Levels 8 and Below 1 Service Point** – Effective 1 January 2007 including backpay. Members receiving this point will all progress to their next and subsequent levels 1 year earlier than they previously would have which equates to a benefit of ¼ of a level or 1.87% at level 3 to 1.36% at level 8.
- **Transitional Protection for those recently reaching Level 9** – New level 9 members will have their dates in the LAME wage system amended to ensure they receive part benefit from the service point.
- **All Quotas Freed** – Members currently trapped by pay structure quotas shall see amendments that will allow freedom to move to the next level from certification of the Agreement.
- **Level 9 Free for Life of Agreement** – The first quota restricted level will have adjustments made to allow all projected new Level 9 LAMEs to enter the level without restriction.
- **New Level 14** – The new level to be introduced immediately upon Agreement certification. Entry by training only and restricted to 7.5% of each trade stream.

"To undertake supervise and certify for the safety of all who fly."

- **DMM Minimum Level 9** – effective from Agreement certification.
- **Cert IV Trainer Payment** – Senior 1 payment for the period of preparing or conducting training introduced upon Agreement certification.
- **PCT Trainers Quota Free** – existing payment method also to be incorporated into the Agreement.
- **Superannuation Increase** - Divisions 1,2,3 and 4 now able to salary sacrifice the mandatory post tax 5% contribution, saving approximately 1.25%. Other accumulation fund holders to receive an additional 1% taking the company contribution to 10%.
- **Tank Allowance Increase** - \$2.74 per hour to \$5 per hour.
- **Staff Travel Upgrade** – The previous upgrade offer withdrawn in EBA VI returns. Staff with 10 years or more will now be J14 category for upgrades.
- **XPT Out** – Reference to the XPT court case in the disputes settlement procedure has been withdrawn by the airline.
- **Definition of Employee - No Change** – The way members qualify to be covered by the Qantas LAME Agreement will remain the same with the words from previous Agreements carrying over.
- **Casual Employment Caps** – Qantas will be able to employ no more than 7.5% combination of casual/part time LAMEs in each port. This limits the 100% capability to employ casuals embedded into the workplace laws by the previous Federal Government.
- **A380 Selection Issues Resolved** – The parties have resolved issues related to the selection of candidates for A380 training. The outcome of this matter will become evident in time with new methods of determining candidates for type training.
- **H/M Commitments** – A written commitment to A330 maintenance onshore and 737 maintenance in Tullamarine will shortly be distributed by the Qantas CEO and compliments flexibilities in the Brisbane and Victorian facilities.
- **No Cat A Licences** – for the life of the Agreement at Qantas.

The united show of membership support for the Federal Executive has allowed us to achieve the removal of all detrimental clauses sought by the airline. Although wages rises have a headline of 3%, most members will either advance to a new level that they could not access or move through the levels one year earlier than they previously would have. Additionally job security has been achieved in Heavy Maintenance facilities and the announcement coincides with positive news on in-house retention of new A380 work. In real dollar terms we feel we have achieved our objective and for this reason the in-principle Agreement has full support of the ALAEA Executive.


Stephen Purvinas
Federal Secretary